



California State Fire Training

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Fire Service Labor/Management Relations Implementation of New Curriculum

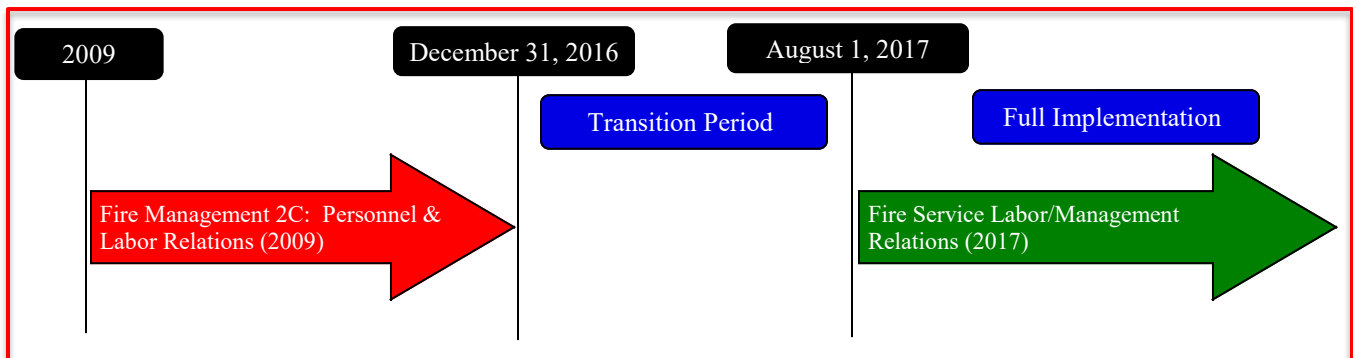
This document is intended to provide information for all State Fire Training (SFT) stakeholders on the new Fire Service Labor/Management Relations (2017) curriculum, an update for Fire Management 2C: Personnel and Labor Relations (2009) curriculum. Stakeholders are encouraged to study this information carefully and seek clarification from SFT if questions arise.

Fire Service Labor/Management Relations (19.5 Hours)

Fire Service Labor/Management Relations (2017) curriculum is an update to the Fire Management 2C: Personnel and Labor Relations (2009) curriculum and will be catalogued within the Fire Service Training and Education Program. This FSTEP course provides participants with an overview of labor/management history, stakeholders, roles and responsibilities, and legislation and the tools to initiate and maintain positive labor/management partnerships. The course plan is available on the SFT website.

Fire Service Labor/Management Relations (2017) Change Timeline

FULL IMPLEMENTATION..... Effective August 1, 2017



COURSE PHASE OUT..... Effective December 31, 2016

Effective December 31, 2016, Fire Management 2C: Personnel and Labor Relations (2009) course and curriculum was retired.

NOTE: The new Fire Service Labor/Management Relations course **may** be used to meet the Fire Management 2C requirement for the retiring Chief Officer Certification. [The Chief Officer Certification retires on 12/31/18.](#) This new FSTEP course, is NOT included or accepted towards meeting any of the requirements in the new CFSTES Company Officer or Chief Fire Officer certification track.

INSTRUCTOR REQUIREMENTS Effective August 1, 2017

Current registered instructors of the Fire Management 2C Personnel and Labor Relations course are authorized to instruct the new Fire Service Labor/Management Relations (2017) curriculum.

New instructors for the Fire Service Labor/Management Relations (2017) course shall meet the general SFT requirements for Registered Instructors, and will be required to either take the course or apply for a Pace II review of their instructor qualifications, including appropriate education and practical experience relating to course content.

Additionally, a new instructor of the Fire Service Labor/Management Relations (2017), the following shall apply:

1. Rank and Professional Experience:
 - a. Held the rank of fire fighter or higher within a Recognized Fire Agency in California for a minimum of two years
 - b. Has specific expertise in labor/management relations

POTENTIAL AGENCY IMPACTS

Fire agencies utilizing the existing Fire Management 2C: Personnel and Labor Relations (2009) curriculum as a requirement for their recruitment/promotion activities need to review the Fire Service Labor/Management Relations (2017) curriculum to ensure all agency training needs are being met. After review, fire agencies should update their job specifications and recruitment documentation to reflect this new course. Fire agencies should also evaluate how this new course may impact their existing labor agreements.

Accredited Regional Training Programs (ARTP), Accredited Local Academies (ALA), community colleges and all other local delivery venues need to review the curriculum and seek approval from their curriculum committee/program sponsor, as appropriate. ARTPs should review the new Fire Service Labor/Management Relations (2017) curriculum and discuss potential impacts with their advisory committees.